



## Dionysia L. Johnson-Massie

Shareholder

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### Focus Areas

Discrimination and Harassment

Whistleblowing and Retaliation

Wage and Hour

Training - Compliance, Ethics, Leadership

Diversity & Inclusion Consulting

### Overview

Dionysia Johnson-Massie is a litigator who focuses her practice on federal employment discrimination, harassment, retaliation and wage-hour litigation and strategic compliance issues, including diversity and inclusion strategies and matters arising under:

- Title VII and Section 1981
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act

Dionysia uses a combination of legal skills and business acumen to offer her clients creative and cost-effective strategies that minimize exposure to a myriad of legal risks. She regularly provides advice and counsel on the practical and legal implications of everyday employment decisions. She also has extensive experience investigating potential legal issues and developing appropriate legal and compliance strategies for companies.

Through mediations, arbitrations, trials or summary judgment motions, she effectively resolves difficult and complex “bet the company” matters. She also has unique experience handling religious accommodation matters for employers in a variety of industries and promotion and tenure issues for educational institutions.

A dynamic presenter on employment law topics, Dionysia has conducted numerous training sessions for clients and presented to business associations and organizations, including the Atlanta and American Bar Associations, Corporate Counsel Association, Minority Corporate Counsel Association, Corporate Counsel Women of Color, Society for Human Resource Management (SHRM), National Association of African Americans in Human Resource professionals and other legal and human resources organizations throughout the country. She has authored a number of articles and papers and has been quoted in national and local publications regarding employment law issues.

Dionysia has experience representing and counseling the following types of clients:

- Financial services
- Retail
- Entertainment
- Telecommunications
- Healthcare
- Consumer services
- Manufacturing
- Higher education
- Religious organizations
- Restaurants
- Hotels
- Public sector

In addition to serving on Littler's Board of Directors, Dionysia is co-chairperson of the firm's Diversity and Inclusion Council. She is a member of the firm's National Recruitment and Governance committees and formerly served as the hiring shareholder for the Atlanta office.

Previously, Dionysia worked with another labor and employment boutique in Atlanta and also served as a general counsel for another entity.

## **Professional and Community Affiliations**

- Member, Caldwell Partners International Inc. Diversity & Inclusion Advisory Council, 2018
- Columnist, Legal Smarts, Atlanta Tribune, The Magazine
- Assistant Secretary, Board of Directors, Big Bethel Towers, Inc.
- Member, Board of Directors, Atlanta Legal Diversity Consortium
- Steward, Board of Directors, Bethel A.M.E. Church
- Member, State Bar of Georgia
- Member, Chart Your Own Course Foundation
- Member, Corporate Counsel Women of Color
- Member, Minority Corporate Counsel Association

- Member, National Employment Law Council
- Member, Georgia Association of Black Women Attorneys
- Member, Georgia Association of Women Lawyers
- Member, Nordstrom's Scholarship Board, Southeast Region

## Recognition

- Recipient, Law and Justice Award, *Women Works Media Group*, 2018-2019
- Recipient, Leadership Excellence Award, Georgia Chapter, *National Diversity Council*, 2018
- Fellow, *American Bar Foundation*, 2018
- Named, Most Influential Black Lawyers in the Country, *Savoy*, 2015, 2018
- Recipient, Diversity and Inclusion Trailblazer Award, *Littler Bollo*, 2016
- Selected, 2014 Women of Character, Courage and Commitment, *National Association for the Advancement of Colored People (NAACP), Atlanta Branch*
- Selected, Member, *Leadership Atlanta Class of 2012*
- Selected, Sweet 16, *Women Leaders Changing Atlanta*, 2011
- Selected, Senior Fellow, *Litigation Counsel of America*, 2008
- Named, Super Lawyer, Georgia, *Super Lawyers Corporate Counsel Edition*, 2008
- Named, Super Lawyer, Georgia, *Super Lawyers*, 2004-2007

## Education

J.D., University of Virginia School of Law, 1993

B.A./B.A., Yale University, 1989

## Bar Admissions

Georgia

## Courts

U.S. Court of Appeals, 11th Circuit

Georgia Supreme Court

U.S. District Court, Northern District of Georgia

U.S. District Court, Southern District of Georgia

## Publications & Press

**Pew: US adults split on consideration of race, ethnicity in hiring and promotions**

*HR Dive*

May 10, 2019

**Littler Names New Leadership to Its Affinity Groups and Diversity & Inclusion Council**

*Littler Press Release*

February 14, 2019

**Littler Appoints New Co-Chairs for Women’s Leadership Initiative**

*Littler Press Release*

February 8, 2019

**Who Are You Overlooking in Your Diversity and Inclusion Plan?**

*HR Dive*

June 26, 2018

**Eleventh Circuit Panel: Title VII Does Not Protect LGBT Employees from Sexual Orientation Discrimination in the Workplace**

*Atlanta Tribune Magazine*

April 20, 2018

**#MeToo On My Mind**

*Atlanta Tribune Magazine*

March 19, 2018

**What The Olympics Teach Us About Diversity**

*Today’s General Counsel*

October 1, 2016

**HR Must Work Hard to Root Out Unconscious Bias**

*Bloomberg BNA Human Resources Report*

July 25, 2016

**Creating Pathways to Success: a Personalized Approach**

*Thomson Reuters*

March 8, 2016

**Office Holiday Parties – Some Advice on Having Fun....Lawfully**

*Atlanta Tribune*

December 2015

**HURRY: California’s Fair Pay Act (SB 358) Demands IMMEDIATE Attention From Georgia Employers with California Operations**

*Atlanta Tribune*

December, 2015

**Is Bullying Occurring in Your Workplace?**

*Atlanta Tribune*

November 2015

**GINA Shields Defecating Employees in Company Investigation – Say What??**

*Atlanta Tribune*

September 2015

**The Dodd-Frank Act’s Joint Policy Statement on Diversity Opts for Voluntary - Compliance Model**

*Atlanta Tribune*

June 2015

**The Dodd-Frank Act's Diversity Policy Encourages – But Does Not Mandate – Specific Employer Action**

*Littler Insight*

June 18, 2015

**Pregnant Employees Receive Support from the United States Supreme Court**

*Atlanta Tribune*

May 2015

**The Honest Belief Defense Often Shields Employers From Liability, Even If Decisions Are Based On Inaccurate Facts**

*Atlanta Tribune*

February 2015

**The Honest Belief Defense Often Shields Employers From Liability, Even If Decisions are Based on Inaccurate Facts**

*Atlanta Tribune*

December 2014

**Accommodating Religious Requests in the Workplace**

*Atlanta Tribune*

September 2014

**U.S. Supreme Court Expands Sox Coverage To Include More Private Employers**

*Atlanta Tribune*

June 2014

**ADA Disability Claims: How Medical Documentation Can Support Accommodation Requests**

*Atlanta Tribune*

May 2014

**What Is the Current Impact of the Dodd-Frank Act’s Diversity Provision?**

*Atlanta Tribune*

February 2014

**Retaliation Claims: The Difficulty of “Making the Connection” Between Complaints and Alleged Negative Conduct**

*Atlanta Tribune*

December 2013

**Settling Fair Labor Standards Act Claims Still Requires the Department of Labor’s Supervision or a Court Approved Stipulated Judgment in Georgia**

*Atlanta Tribune*

October 2013

**Does the Supreme Court’s Fisher Decision Impact Private Employer Diversity Related Efforts?**

*Atlanta Tribune*

August 2013

**Littler Mendelson P.C. Creating Opportunities for Diversity**

*Multicultural Law Magazine*

August 1, 2013

**Avoiding Retaliation Claims: A “Win-Win” For Employers and Employees**

*Atlanta Tribune*

July 2013

**Electronic Use Policy: Critical For Any Employment Environment**

*Atlanta Tribune*

March 2013

**The Family and Medical Leave Act Protects More Georgia Employees**

*Atlanta Tribune*

August 2012

**Georgia Public Employers: Discriminating Against Transgender Employees violates the Law**

*Atlanta Tribune*

April 2012

**Termination of transgender employee ruled illegal**

*InsideCounsel*

March 1, 2012

**New Year's Resolution: Make Time for an Employment Law Check-up**

*Atlanta Tribune*

January 2012

**11th Circuit Rules for Transgender Employee in Sex Discrimination Case**

*Littler Insight*

December 15, 2011

**Kennedy v. St. Joseph's Ministries: New Considerations For Religious Employers? The Fourth Circuit Expands Title VII's Religious Exemption**

*Littler Insight*

October 14, 2011

**Workplace Diversity: Who is Championing African-American Professional Women in the Workplace?**

*Atlanta Tribune (Diversity Issue)*

September 2011

**Significant New Fair Labor Standards Act Case: One More Reason to Strengthen Policies, Procedures & Training**

*Atlanta Tribune*

July 2011

**Employer's Diversity & Inclusion Strategies: Why "Now" is Indeed the Time for Action**

*Atlanta Tribune*

May 2011

**Avoiding Workplace Headaches: Training is Critical**

*Atlanta Tribune*

March 2011

**Supreme Court Gives Plaintiffs Multiple Opportunities (Potentially) to File Timely EEOC Charges Alleging Disparate Impact Discrimination**

*Littler Insight*

June 9, 2010

**Ricci v. DeStefano: Talk About a Rock and a Hard Place: Employers Required to Pick Between Disparate Treatment and Disparate Impact Claims**

*Littler Insight*

July 10, 2009

**Help! Navigating Challenges to Employers' Diversity Efforts**

*Lead-Zine E-Magazine*

October 3, 2008

**Diversity, Affinity Groups and Religion: Balancing the Law with the Interests of Diverse Employee Groups**

*Littler Insight*

January 18, 2006

**Strategic Initiatives for the Changing Workforce**

*Littler Report*

April 8, 2004

**Speaking Engagements**

**Connecting the Dots in Federal Contract Compliance: Moving from Burden to Benefit**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Accommodating a Multireligious and Multicultural Workforce**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Challenges and Differences in Accommodating Religion, Pregnancy and Disabilities in the Workplace**

Webinar

December 13, 2017

**Challenges and Differences in Accommodating Religion, Pregnancy and Disabilities in the Workplace**

September 19, 2017

**Pay Equity: A Rapidly Expanding Frontier**

May 11, 2017

**The Role of HR Professionals in Investigating Compliance and Whistleblower Claims**

May 5, 2016

**Workplace Bullying: Identifying, Preventing and Managing It in the Workplace**

Women in Power and Law (WIPL) Conference, Washington, D.C.

October 2015



**What Every In-House Counsel Needs to Know About Employment Law**

Corporate Counsel Women of Color (CCWC) 11th Annual Conference, Atlanta, GA  
September 2015

**Past, Present & Future of Employment & Labor Law: Lessons Learned, Critical New Developments & Future Challenges**

2015 Atlanta Employer Conference, Atlanta, GA  
August 2015

**Sexual Harassment Policy and Investigation Procedure**

C4CM Webinar  
August 2015

**5 Critical Employment Law Challenges for HR Professionals**

Society for Human Resource Management (SHRM) Annual Conference, Atlanta, GA  
April 2015, April 2014, April 2013, April 2012, October 2011

**Out in Front: Harnessing (in)Visible Differences for Career Development**

Women's Transformative Leadership Forum - Thomson Reuters, New York, NY  
March 3, 2015

**Out in Front: Harnessing (in)Visible Differences for Career Development, Women's Transformative Leadership:  
Empowering by Improving Participation and Representation**

Thomas Reuters, New York, NY  
March 2015

**Acknowledging and Overcoming Unconscious Bias**

Georgia Diversity Program - State Bar of Georgia  
September 24, 2014

**Practical Strategies and New Opportunities: What Do the Law, Dodd-Frank's Diversity Provision and Workplace  
Innovation Mean for Diversity and Inclusion?**

August 26, 2014

**Atlanta Employer Conference**

Atlanta, GA  
September 28, 2012

**Defusing the Potential Explosion: Practical Approaches to Disarming Some Key FMLA and NLRA Time Bombs**

Littler Mendelson, Atlanta, GA  
September 28, 2012

**Critical Compliance Issues Facing Today's Employers**

Atlanta, GA  
July 27, 2012

**Getting Beyond Diversity Day: Developing Meaningful (and Legal) Strategies That Support Your Diversity and Inclusion Efforts**

Littler Mendelson, Scottsdale, AZ  
May 10, 2012

**2011 Employment Law Conference**

Atlanta, GA  
September 23, 2011

**How to Navigate the Legislative, Regulatory, and Judicial Developments in Today's Enforcement Era**

Annual Employment and Labor Law Update - Association of Corporate Counsel, Atlanta, GA  
September 2011

**Demystifying DeStefano: Walking the Diversity Tightrope**

2010 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ  
April 2010

**Corporate Ethics and Compliance-the Employment Law Perspective**

Atlanta Chapter Meeting - Society for Human Resource Management, Atlanta, GA  
April 2010

**Strategic Insights: Women on Corporate Boards**

Las Vegas, NV  
October 1, 2009

**Strategies for Litigating Religious Discrimination and Harassment Cases**

2009 Fall Conference and Induction of Fellows - Litigation Counsel of America, Charleston, SC  
October 2009

**How Do You Spell Retaliation? A Look at the Ever Expanding World of Retaliation Claims**

Employment Law Conference - Littler Mendelson, Atlanta, GA  
September 2009

**Navigating Retaliation Claims in a Post-Burlington World**

American Conference Institute, New York, NY  
January 2009

**Driving Diversity & Inclusion Efforts: Steering through the Legal Minefield**

CM Resources/Littler Regional Conference, Atlanta, GA

September 2008

**Accommodations Battleground: Religious and Cultural Differences in the Workplace**

American Bar Association, Denver, CO

August 2008

**Diversity Compliance: Balancing Diversity-Focused Business Objectives Resulting From Demographic Realities & Threats of Reverse Discrimination Claims**

National Employment Law Conference, Dallas, TX

May 2007